

Become a Good Ancestor Podcast

Bonus Episode with Nina Everflow

SUMMARY KEYWORDS

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SPEAKERS

Nina, Layla

Layla 00:01

Hello, everybody, and welcome back to the *'Become a Good Ancestor'* podcast. Today I'm here with a very special bonus episode. I'm not speaking to an author who's been featured in our book club, but I'm speaking to a very important person who is a part of Team Good Ancestor, who has been instrumental in helping me put together something that I'm so excited to offer into the world. Today, I'm speaking with Nina Everflow, who was an educational consultant who has been working for over 20 years to help learners build and design courses with learning experiences that create real transformation. Before I go into my spiel, I just want to say hi, Nina. I'm so happy to have you here.

Nina 00:47

It is an absolute joy. Thank you so much.

Layla 00:50

It is joyful to have you here because we've been working so hard behind the scenes over the last few months that we've been building *'Become a Good Ancestor'*. You've been such a key part of this work that we're doing and I'm excited for people to have the chance to listen in to this conversation to hear about what we've been building. Why? How? and what we're hoping that it's going to do in this world. I want to give people a bit of context, a bit of background first before we dive in with Nina. We started the *'Good Ancestor'* podcast initially back in 2019. I had the chance to interview dozens and dozens of BIPOC activists, authors, changemakers, good ancestors, and people who were doing leadership work in the world that is helping to change the world. At the end of 2021, I was in a place where I'd had a lot of "success" with my work. *'Me and White Supremacy'* had been published and become an international bestseller. The *'Good Ancestor'* podcast was thriving. Our *'Good Ancestor'* Book Club was thriving, but I was feeling a sense of stagnancy. A sense of, I don't know where I'm going next, we've been living through a global pandemic which brings up a lot of existential questions about what's important in my life. What's important for me is to focus my energy on what's important in my life. I'd come to a point where I felt like I was doing this work. That was important to me, but there wasn't something that was pulling me anymore. I was kind of going through the motions of creating this work. And so, I took a holiday at the end of 2021 and just being able to step away from work and not think about work, but think about other things. That's when these insights started coming through of what I want to build, a

business, I don't want to be an author who podcasts and who runs a book club, but I actually want to build a business that offers transformational experiences, learning experiences, because what I could see was that people were listening to the podcast going through *'Me and White Supremacy'*, doing the journaling. They were becoming these aspiring changemakers, but they were also struggling a lot with confidence, with clarity, with a sense of who's my community, and where am I finding a connection. I wanted to create a space where people could come in to find their own unique answers to those questions. In 2022, we get back home, and I basically hit the ground running. I was saying to my husband last night, I felt like through January, I was just sprinting and running at the same time, I also started physically running every morning. But I felt like I was sprinting because I had this vision and I said I want to build this business within two years.

When it gets to the end of 2024, which will be my 40th birthday. I want to have built a seven-figure business that is helping to change the world that is creating transformational experiences that are uplifting BIPOC entrepreneurs and authors. I want to build a team; I want to do it all. So, I hit the ground running and one of the first decisions I made was to join Rachael Rogers's programme, *'We Should all be Millionaires'*, also the title of her book. In that space, I met some incredible BIPOC business leaders who were also building their million-dollar businesses that were very purposeful, very much putting liberation at the forefront very much putting the centring black and brown dignity at the forefront, while also really focused on the business essentials of running a good business and running a successful and sustainable business. In that group, I met many people, Nina being one of them. I started in that space, and it became clear very quickly that this is the vision I have. This is what I want to create. I'm really clear that I don't want to do it alone, I can't do it alone and that the only way that I'm going to do it is to hire very good people who are very aligned with me in terms of their values and sense of integrity, but also just masters at what they do, A-star players at what they do. I want to build a team and an internal community that makes work a fun place, a heart-centred place and a place where we're delivering high value. Enter Nina Everflow, who to me is like a unicorn who I can't believe exists. Because when I was thinking about the business, the major way that the business needs to make money is by offering something that people can buy. I wanted that to be a course, but I was really clear on my limitations. My limitations are, that I am not a course designer, I do not do instructional design, that is not my background, I can write, and I've certainly been a corporate trainer. I used to give training on "soft skills". I know how to deliver, I've been a coach, and I know how to deliver the content, I've no idea how to create the content and to create it in such a way that if I were to sell it, I would feel 100% integrity, standing behind the price point behind it, because I know what went into it. As I begin to reach out and find different people who I wanted to join my team, one of them was I need a course designer, but I need this person to be a unicorn because I need them to be good at what they do. But I need them to have anti-racism at the forefront of their work. I need them to have anti-oppression and liberation at the forefront of their work. I need them to be focused on harm reduction and focused on care. I, therefore, had the chance to speak with several people in that group who were amazing. We're offering incredible work, and one of those people was Nina. From the first moment I met her, I just wanted to be her friend first. I felt so immediately comfortable with her and being around her energy. I also felt like this was someone who knows what she's doing. I want to bring Nina in now to come and say hello, and Nina, I want to kick us off with just a little intro to you and your work. Then also let's do our traditional, who are the ancestors who have influenced you on your journey, question.

Nina 08:26

I'm so grateful and honoured to be here and the same first reaction, that I wanted to be your friend. Can I just be in her presence, be in conversation and what a delight. It has been because the intentionality of care and joy is embodied in how you are. That's how you run your business and that's certainly how this whole process of creating courses together has felt to me. It's so delightful and I appreciate you so much.

Layla 09:02

I appreciate you too. Thank you.

Nina 09:06

Who is my ancestor that inspires me? I always immediately go to my great grandmother. Grandcine is what I grew up calling her, but her full name was Francine Ellison, born in 1913. In a time in the United States, where so much was unavailable to black women. Yet, she often said later in life that the highlight of her life was voting for Barack Obama to be in the contrast of knowing the atrocities experiencing them, and then seeing such dramatic change in a country in a single lifetime. I hold that in my heart space a lot. But from her, I am gifted with like a strong conviction of values, a strong conviction of love in action. Love is not just a feeling, but it is a body of work in the world service to the world. I get from her a love for plants, a love for seeing things grow, plants and people. A full heart full of interest and curiosity about how we can show up better and be about relationships. When she died in her early 90s, she was such the matriarch of multigenerational people. I feel her presence often. Her pictures are in my home. I think about her, call her name, and ask for her advice regularly, because she's still so much a part of my life.

Layla 10:53

That's so beautiful and that explains so much because I think one of the immediate things that I felt in being in conversation with you was this grounded, strong African matriarchal energy. You are safe here. What do you need? How can we support you? That's what I immediately sank into and was like imagining building a course with this person. This will be amazing. Tell us a bit about your background. You've been doing the work you do for over 20 years. Can you give our listeners some context for what you do? Your journey to how you do what you do?

Nina 11:41

I'll start with the journey. The valuing that I feel is so foundational to the journey, which is this inner rebelliousness that I have had my whole life. Honestly, I was asking the tough inquiring questions at vacation Bible School at 16. The first time I travelled abroad to Costa Rica, I decided I knew how to get back to my host family from school and when I did not; I was walking around San Jose for four hours by myself with very little spanish skills, but they eventually found me. I am thankful to all those people. Then at 21, I was a college student outside of DC when September 11 happened, and the spike in Islamophobia events transpired in that area, and across the country, and deciding at that moment, what could I do. What could I offer was a holding space not just for Muslim Americans but who were also students to talk about this strategy, to talk about the fear, and talk about US foreign policy that perpetuates violence all around the world. Those were just some of the ways that my rebelliousness showed to the dominant culture, to social programming, to these ways that we are told to show up in the world that has always been around. When I started my career, I was looking in any spaces that

could hold at first a desire to see it happen on a large scale. I went on to graduate school to become an ambassador, started working at the State Department, and quickly realised there was no intentionality about positive peace-making from that organisation. I had to do a little soul check. I wanted to be an ambassador to create more peace in this world, but for this organisation, it was not a priority for them. How then can I use my skills and what I know to be true about how humans can connect, heal, and support one another, to show up differently. That took me into the path of International Education, doing foreign exchange programmes and then doing leadership development through a DC-based firm that was serving the United Nations. I spent nine years in that system as an outsider but also as a very deep observer of their systems and their perspectives and very much in how white supremacy operates and influences who humanitarian aid gets to in the world through that organisation. I was sitting in this very tiny corner writing about a leadership development programme, and programming, and yet recognise that my contributions in writing included other diverse voices, other books to read that weren't from European or American white men, all of these other suggestions, were just like, oh, not right now. Oh, that's enough. Oh, let's still focus on the research is what Harvard Business Review was saying. In all of these, they were saying there is one way to do this, and we want our leaders to replicate what our former leaders have done, and seeing over and over again how much of a failure that was and how much it failed. The humanitarian aid workers around the world were struggling with navigating through that space, of really being of service, and pouring so much of their heart and soul into their work. Yet not feeling supported by the larger system. This is what we see all around the world, in almost every industry. This was certainly not unique. I feel like that was all a blessing. It was all a contribution, as I often say that not only did I learn, like to be more observant of those contrasts but then also recognising, eventually, I'm going to start my own thing, so that I can be able to centre my rebellion and my joy, and that both can play in the same space. We can still create these environments for people to thrive, like what would that look like to invite everyone to show up in their full self, as opposed to singling out these separate elements that should be better named, like should or should not be there. I'm so grateful to have people like you and others who are just like me recognising an eager right to play in this space. And to ask, what could this look like? If we are really about the humans being supported in an environment, that's going to take them or hold space for them to become the next greatest version of themselves?

Layla 17:05

I loved hearing about your history because that's my first-time hearing about your journey, and as you said, everything is a contribution. There were things where you were like, this is important for me to include as part of what's important to me, but this is not and whatever I create next, it has to remedy this or fill this gap. What would you say? When you think about your company Everflow Consulting, and what you do, you help create learning experiences that are grounded in instructional design, but there is your unique approach. You don't centre Western ways of learning and being as the only way to learn, you're very intentional about referencing and drawing in and centring non-western ways of learning. Talk to me about how you came to those decisions, but then also how you integrate them into your work.

Nina 18:11

It was a very intuitive process of like coming to that realisation because I would sit in leadership training, or I would sit in a training about communication skills and be told it is solely about your intellect

and your analytical thinking that needs to be present here. It's not about the feelings, not about your body, not about your history, or what lands you are from, what you understand about who you come from. I thought all of that can make me a better communicator. Or could make me a better leader? In an organisation, which is a social system? It was this curiosity about why we were limiting ourselves so strongly? Of course, intellect is necessary. I know, as a feeling person my feelings helped me tap in and connect with other people so that I can be more curious, stay more grounded and hold firm to boundaries when I need to write, those are skills my feelings helped me do and demonstrate, it's not solely my mind. I have also had some amazing mentors who just demonstrated and talked about these kinds of things often. I'm so grateful to have pooled from that kind of diversity. For example, Bob Wright, who is an incredible facilitator, always quotes Persian poetry, when he facilitates and he must have 1000's poets in his mind, naming them and these beautiful moments. What that does as a listener is to bring you back into yourself, to bring you back into your heart space to bring you also back into this longer lineage of human inquiry, that if they were talking about that in 900 AD, and it's still being talked about now, there's some invitation to kind of humble ourselves in a particular moment of the challenges that we're facing. All of that kind of led to an approach that I now kind of think about in three ways; number one is that it's human-centred. We want your whole humaneness to be in the space. When we are designing, we're thinking about how are the humans showing up? How can we support them to be fully themselves as they walk through this process alongside us? What do we need to know and understand about their lived experience to touch into the vastness, and then the second piece is really about a liberatory orientation. There's so much to talk about, thankfully, about education. It is right now around consumption. We have set up these educational systems in order to put new data into human brains. Thus, they will be better humans, but that's often not the case, particularly for social skills. Maybe you can make the argument for technical skills in the industrial revolution, right, wanting people to do a mechanical type of things over and over again. But now in the types of challenges we have, we need people to redefine what education is for, that purpose, I believe, is more directional, it's not a destination, it is a journey, to become more of yourself, to know yourself at a deeper level to understand the inner worlds that go on. In your mind, to be able to understand better the complexities of other human beings, that relationship, and navigating that relationship, is a freeing kind of experience. It is not I get this coin and then I can move on to get another coin. It's a different orientation to what we are up to and then the third piece is really about diverse community. I very much believe we are benefited from the diversification of the voices we have in our minds. We can't do that unless we learn from a vast array of teachers and those teachers need to have different lived experiences. It's not just about different physical embodiments, but also mental, spiritual, and emotional orientations. And the more that we do this, the more that we can play in that messy space of nuance and mystery and misunderstanding all of it. We get to know ourselves better. Playing in that sandbox at the intersection of all three things is how I approach instructional design.

Layla 23:02

Thank you for sharing that and your unique approach. I think that's what is the magic sauce that made me feel this is the person I want to work with. She centres on the human being, and she is grounded in, how can we make sure that the approach, the approach of what we're putting together is liberatory and centres as many diverse perspectives as possible, that's why I was like, let's work together this is my package. I'm like, I'm in, let's do it, because like I said were the place that I was coming from, I want to create experiences and spaces where people are able to go through really deep transformation. I

understand the limitations of myself, my experiences and my skills. I need to bring in somebody who is steeped in that and able to create a space where I can share my journey, and I can share what I think and feel and what I have learned, but ultimately created so that it's not just about what happened to me. If you do the same thing, it will happen to you, too. How can we make sure that this is right? There's so much of that in the course. I felt that it's not reflective of where I'm going because *'Become a Good Ancestor'* really is not the Layla show. It's about the work. I may be the Founder and the CEO, but I really try to decenter myself as much as I'm able to while still being of service to the work. So, bringing you in and therefore I wanted us to have this conversation on the podcast because I wanted people to understand when you're going through this course that we're going to be speaking about that Nina is the mastermind behind it. Without Nina, this course wouldn't exist, and it wouldn't be as incredible as it is. I mean, we got to the end of the design stage and we both want to take this course. It's really good. We were both going through this course as well because we were pulling from our experiences and our knowledge, but the way it's put together, it's amazing.

Let's talk about it. The course is called *'Claim your Space'* and it's a self-study programme to help you uncover your next steps as a changemaker. This is the inflexion point, the point where people are coming into this, what we envision, you're already on the path to changing your life, changing your perspectives changing you and your relationships internally, introducing new concepts and possibly doing some change-making in the world already. But you haven't yet drilled down to get real clarity on what is the right work that I am here to do? What is the right channel for doing that work? Let's talk about why it was important for us to create this course and I will tell you from my experience, but I would love to hear what you think as well, Nina. What I was seeing was we were living in a world and in a time where there's so much urgency because there are so many issues that need attending to, multiple dumpster fires are going on in the world, poverty, racism, the global pandemic, wars, patriarchy, rampant capitalism, and the harm that it does, transphobia, homophobia, and environmental destruction. There are so many pieces, and as awakening changemakers, you become more and more aware of this and that's going on and I hadn't been paying attention, but now I'm paying attention. I'm recognising I need to play a part in changing this. I need to do something. We're running ragged because we're responding to every fire alarm, every headline, every act of the tragedy, and we're burning out. We're not knowing how can I consistently and sustainably show up for the work of good ancestorship? I wanted to create a space in which people could understand that I'm only one human being. I have limited time, and I'm not able to effectively give all of my time and energy to these causes. I'm also not built to do every single thing yet. What is my right work? And what is my right channel? That everything comes with those dears, confusion, the setbacks, the risks, it taking all of that, that's what we wanted to build into this, what were your thoughts around it?

Nina 28:13

You've said it so eloquently, and I think there was also this recognition in those early conversations about how vulnerable that is. That space of knowing I want to contribute to the world in more of a way than how I have been and then determining that vulnerable space of uncertainty. How do I figure that out? I think what was important to me, similar to everything you named, was also this very high intentionality that we had for creating a space that honoured the vulnerability of the process. Typically, I see that learning anything new, there is a level of risk that you are taking. I often think about learning a new language and how uncomfortable it feels to practise out loud because you're going to laugh and fall on your ass and say all of this wrong. But that's the case with anything, but particularly for

something like this that is so heart centred. It has such massive possibilities, right in terms of allowing yourself to blossom into the version that you want to become, to positively influence your family relationships, your community, and maybe even more on a global scale, all of that can be frightening. And so how do we hold space for the care and the acknowledgement of that? And the risk-taking, that kind is included on every level, every step of the process, and the good encouragement is worth it. The time is now. Not only is it beneficial for you, but it's beneficial for all of us, the more of you you can become. That was the approach that I wanted to add to your good awareness of what your community was asking for.

Layla 32:40

Thank you for naming that because we talk about this model of good ancestry that we have, that we name all the time in the podcast and the book club. But also in this programme, where we talk about, it's about honouring those who have come before us and being of service to those who come after we're gone. That's big work and it's very vulnerable work. It's very courageous work. It can almost be overwhelming as well, to know where to start, and what part am I here to play? Also, I think that the idea of becoming a good ancestor is aspirational. It's very inspiring, but I think when we drill down to it, we think this means considering the fact I will die at some point. So, having a kind of consciousness of death and the limits of our time as human beings. I was moisturising my hands, and I noticed I had some age spots, essentially, and there was a part of me that felt this panic rise, I still feel young, I still feel there's so much time and then I had to kind of check myself, but you want it to be a good ancestor? You know your time is limited, but it's very, very vulnerable. Let's talk about the approach we took to this because we didn't just jump in and say what are we going to include in this course, we took several steps backwards to take a bird's eye view of the longer term of what we're creating. This is part of your process? This is how you approach your work. But it was also built into me because I don't want to create things just for the sake of creating them. I want to understand how it fits 10 years down the line.

Nina 34:45

I think that's what landed us in the community aspect of this. There isn't just a product to buy. You can do your work by yourself and not be connected to anything other than that, but actually, there was the vision of creating a portal. I am a location in these internet spaces where people who feel identified with this conviction, right to be a good ancestor could come together and then build on what you've already created around the book club, but this broader kind of space and collective of practitioners. We started with that vision first, and then we went on to what are the steps, or the pillars, because we landed on what holds that space together. And I'm so excited to see that emerging and to see it being a tangible thing now that's outside of our brain. That is exciting.

Layla 35:54

Early in this year, I shared this with you that I can see in these pillars, I can see these pillars, and they kind of make up what I believe the work of *'Become a Good Ancestor'*, it is my right work, right channel, that is my work now, till the day I die in some form or another. Anything that I do will be around a good ancestor and, in the podcast, I was asking what is a good ancestor means to you? And how do you understand that term, but I was also answering it for myself and have now had some life experience under my belt. I felt these are some of the things that I see coming up with consistent themes of showing up with this orientation of good ancestorship. One of them was about understanding what is it

that I'm here to do? And that's how we landed on '*Claim your Space*', which is one of these pillars of this good ancestor work. But what I love that you introduced and helped me to name is this community. Let's tell people the name of what our portal is because I love it so much.

Nina 37:17

It is called the '*Ancestor Oasis*' and we've landed in this space because we wanted it to be nourished first. I remember distinctly you were saying that this would be nourishing. As an immediate reaction right upon entering, I thought how exciting because we recognise that becoming the ancestor is work, it is hard, it's uncomfortable. It's particularly in all of the ways you name. The world is a dumpster fire, and it's exhausting. Where can we go, be nourished in and rest among one another, and then continue to do the work in great supportive spaces. I feel like that combination just feels so right and so correct for this mission.

Layla 38:11

I love it and I can't wait for people to see the portal because it's beautiful. It does immediately feel nourishing. There is this energy of joy, of hope, of home, and so that's where we began. We didn't dive straight into let's build our course we don't dive into what is the bigger environment that we're building here? What are the values of that space? What are some of the questions you ask? I love some of the questions you asked me. What is the learner's desired state? You know, how does the learner ultimately want to feel? and centring the learner as opposed to centring what I know or what I have learned. And what I want to tell you was very important.

I want to shout out to our team as well, who've helped us to do some research with our community. We've had some wonderful people shout out to everyone who filled out our surveys, who met with Natalia Sanyal who writes a lot of our emails and those who interviewed with her so that we could understand what people are struggling with? What are people desiring? What do they want to ultimately see from us? What do they desire for us to create for them? That's also baked into this as well. And when we were able to get those pieces clear, we then said OKAY what is '*Claim your Space*' about? I'm going to share a description of what the course is about. I'm going to share what the four modules are as well very briefly because we're getting ready to share it with the world and it feels so good to have it so concrete and clear. So '*Claim your Space*' is a self-study to uncover your next steps as a changemaker. It's a digital journal journey that explores how to identify one's right as an aspiring changemaker. It offers a pathway for interrupting the major fears that can keep a person small, and how their unique skills, strengths, lineage, and privileges can be a contribution in honour of those who have come before us and in-service to those who will come after we are gone. We have four modules and I love all the names, Nina, you are good at naming things. Our first module is called '*Nourish to Flourish*' and this is very grounding, I feel it's baked into how we talk on the podcast because it's really about understanding who are the ancestors who have influenced us? What kind of influence have they had? How does that inform how I show up in the world, how I see the world, what my privileges are, what my challenges may be, and then from that space, really get clear on what kind of good ancestor I want to be. It's like giving the bird's eye view before we get into the nitty-gritty of, I'm here to be an environmental activist. But why? What part of your ancestry is informing that? Our second module is called '*Uncovering Recognise*' and this is about understanding and uncovering the fears around change-making, and why we're encouraged to play small to stay quiet and comply with societal norms. It was very important for me that we talk about fear in this course because again, when we hear the

word changemaker, it's inspiring and I'm that. And then you begin the work. Then you realise I have all of these stories in my mind and voices and reactions because I have a lot of fears and they are legitimate. They are part of who I am, and I cannot be a changemaker in the way that I want to be without acknowledging, understanding, and integrating them as well. We talk a lot about that, and we also reflect on who are the teachers who have taught us how to navigate fear, because every good ancestor who's come before us, none of them have been, I got this, I know what I'm doing. Nothing's going to trip me up. It's only the only thing I have to deal with is what's external to me, and nothing internal. Absolutely not. Module three is called '*Strategize for Change*' and this is where we explore healthy change-making. Like you were saying, the work of becoming is hard work, and if we're not careful, we can end up not being of service, but being servants and sacrificing our wellbeing for the cause. Sometimes we also have really what I believe are toxic to us ideas, that the only way to prove that we are really about the work is to put our wellbeing on the line and not take care of ourselves. I always say when I say I want to be a good ancestor, I still mean I want to live a long life. I'm not ready to become a good ancestor right now. I want to live a long, healthy life. What do we need to think about when we think about healthy change-making?

Nina 43:58

In module three, we had so many good conversations, as we were dissecting them, what does this look like? I remember distinctly this conversation about using the language right for an activist and changemaker. The fact we have had so many models, some of the models we uncovered in the lineage thinking about who influenced us, we're not good at models and healthy change-making. It is an invitation for us, in this time, to make that a strong anchor because the downward consequences of being a servant, but not being able to be present, are too high. We've seen so many of our good models and the lineage of changemakers giving that high price, and I want to see people here present. My grandchildren, and great-grandchildren around them if that is something they want but to live long and to be happy as they are schooling and making a good change in the world.

Layla 45:11

I think that's how we honour those who have come before us because we undoubtedly have more privileged than those who have come before us. I wouldn't want those who come after us to suffer for us to prove that they are being monitored, I want to work hard now so that they don't have to do so later. I want to honour those who have come before us in that same way. But thank you for naming that. Our final module is called '*Act to Become*', this is where we get to the core of the right work and the right channel. After doing all of this reflecting and strategizing and where to from here, we want people to leave this course with a real sense of clarity about where they're going to be investing their time, their energy, their resources, their attention and to be a contribution to world-changing. We include lots of different examples, because we've had lots of different people on the podcast, and in the book club, and also, we reference all the time those who have come before us. I think what is always clear is that when we see someone and we say that person is a good ancestor, what is often the case is that they're super focused on what they believe they are here to do. That's not to say that they don't think another cause is less important, or they, you know, it is because to stick to their lane, and I'm not going to worry about anything else. I think it's more that we understand that actually, all of these causes are interconnected. The way I can best be of benefit is to focus on what my skills and strengths are, what

my privileges are, what my passions are and who were most in need, and what those beneficiaries of that work most need as well. Where all of those come together.

Nina 47:23

Love that, exactly the point of playing in those three areas, that's the right work, and it feels so good and smart to have your incredible experience to help name and create the process for uncovering that. I love how we were thoughtful about who else? Where do we recognise other people have done this exact thing? Go read their stories and listen to that podcast to remind you. It's totally possible for all of us.

Layla 48:05

Exactly. I also want to add another layer to this as well, which I think is what makes the work we're doing unique. It must have been a few weeks into us working together. Nina and I are scrolling on Instagram. I see a post that says trauma-informed training for BIPOC facilitators and it's a post by Adrian Moses, who runs the School of Radical Healing. I click on the post, and I think I need this. I don't have trauma-informed training; I do not understand how trauma impacts me and how it impacts other people. I truly believe to be of service in this work, whether it's this course or any other thing we offer in the future. I have a duty of care to understand this because when we're talking about change-making, we're talking about those fears, trauma will play a huge part in why we have those fears and how they show up. I DM it to you that this trauma-informed training for BIPOC facilitators. I think it'd be really good for me to do, to have this but what do you think, do you want to join me? You're like, I'm in let's do it. And you signed up before me, you were faster. You're like, I'm signed up? I'm done.

Nina 49:34

I'm here for it. I took a very quick scroll through Adrian's Instagram to be like, oh. It wasn't like either of us had heard of a trauma-informed lens or having this kind of orientation and language, but the way that Adrian shows up for it and holds space to demonstrate it. I've learned so much. I felt like such a contribution and it's very much woven into how we wrote this course.

Layla 50:13

Absolutely, it shifted things; it allowed us to have a deeper sense of mindfulness and care. Because I think we were bringing that in any way. I think understanding how the brain works, how the nervous system works, and how trauma works, you take several steps back and you want to be more mindful about making blanket statements or thinking that all things will apply to all people, right? We're coming into this, we're each coming into this from many different perspectives. I'm so glad and at the time of recording this episode, we are still in this training. It's a 12-week certification programme. It's very in-depth, very thorough and a shout out to Adrian Moses and the School of Radical Healing. It's incredible. I'm so glad that we are integrating this into the work that we're doing. Speaking on folks who have influenced this as well, let's also shout out to some of Team '*Good Ancestor*', who have helped put this together. I've already named Natalia Sanyal, who has been instrumental, really throughout from the early stages of when we wanted to build this thing. I say to her I need to write this website copy and she replies I can do so much more than just write website copy; I can help you understand what your community needs. I can help you tap into and get clear on your company's mission, vision, values, and so many things. Shout out to Natalia, shout out to Kim David, our chief marketing officer, without whom,

I mean, with each person I couldn't run this company. I just wouldn't, I wouldn't even know what to do. She has been the key. The person who holds everything together is Brittany Younger, our online Business Manager. She is the key. She is the person who is running all of our operations and keeping the ship moving and keeping things moving forward. Also shout out to your team member who I've now brought onto my team and said, you're now team '*Good Ancestor*', who is helping us build this platform and helping us put together this course. Who is that person, Nina?

Nina 52:51

Nicole Falvey has been incredible, not only bringing the technical platform, and wisdom in all the ways, but also just this beautiful eye for our desire for care to make that appear and be illustrated in this digital space. I think she's brilliant at it. All the things we need for these systems to talk to each other. So very pragmatic and detailed and yet very graphically oriented, which I think is an incredible combination of skills, so grateful to her and she is incredible. The joy of and all of these people that you've been naming there this spark of just compassion and energy to be about this work. Front and centre. I love it and I'm here for it. I always get so excited. There's Slack and things are going on there and I'm constantly diving in asking what they are all saying, seeing, and understanding.

Layla 53:57

Even though she hasn't been involved in the course itself, Hannah Pillow helps us to produce this podcast and is helping to produce this bonus episode. Each one of these people is a leader in their own right. We are predominantly women, a predominantly BIPOC women team, and each person is bringing in this lens of liberation, joy, harm reduction, everything, and it's the dream. I love team '*Good Ancestor*' so much.

Nina 54:33

I have to give you kudos, Layla. I love that you have magnetised all these incredible humans to this particular mission at this moment, and how unique is that? How incredible are you as a person and a visionary to hold space for that I want to honour the way that you lead and hold space for each of us to grow and challenge each other. To have conversations about our wholeness, and our well-being, and so that the work doesn't become more important than ourselves. That is a beautiful dance that good leaders do. I'm so grateful to be witness to it and to receive the goodness of that thing from you.

Layla 55:23

Thank you for naming that. That means so much to me that this is my first. We went from a very tight, small, intimate team of three to I believe we are nine now and growing. We're doing everything for the first time. I think what was helpful to me was getting clarity at the beginning that there is no way that I can build this alone. The only way I can succeed is to have a team who I want to be around. I want to be around people who I respect and know more than me. Who I can learn from and who can bring their expertise in and who can help me to create because we've procreated this environment. We have our Slack; it is banging I will say this is amazing. And it is amazing. As we are about to wrap up on a couple of things, there is one thing we haven't talked about, is what were some of our challenges with this project. And there were challenges. I think they are challenges to not just this project, not just this course, but our work as a whole. I'm going to shout out to Natalia Sanyal for helping us to identify this. We essentially have two different audiences. We have a wide audience who have come in through '*Me*

and White Supremacy' and that work. Then we have a BIPOC audience who may have also come in through *'Me and White Supremacy'* but are here because I am a black woman, and they are here for the work that I do in the way that I show up. Those two different groups are needing different things, that we may all be united in our journey to want to be good ancestors, but we're coming at it from very different approaches. I told Nina this is what we're dealing with. We're not just building a course for one type of person. We're building one course, for two different groups, essentially. And there are probably multiple different groups even within that, but there are two core groups.

Nina 57:43

I'm so grateful to her. Natalia is working and those interviewees who volunteered to share with us right in-depth about what is it they would be most nourished by because again, that core intentionality was to be nourished, to go do the thing. But we can't do things without that core nourishment. I feel like we could name the things that those two populations needed that were very different. Then how do we show up for that? One thing I feel like we acquired and kind of received from Adrian's course, was again that reflectiveness of providing space for their own agency. I feel we have dropped this in so many places throughout the course of reminding people of their own inner brilliance and their own sense of knowing and the confidence to reconnect to that sensitivity. We have recommendations. We have a beautiful process that Layla utilised, that other people have utilised. And we want you to check in with yourself. Does your nervous system feel okay about stepping into it this way? Does your heart feel like this is the next best thing? And so, I think that nuance and the naming of it felt right. And that we named throughout the course, white folks may want to do this thing, BIPOC folks may want to do this thing. Because we were really, they're not the same thing. They're not the same invitation all the time. I love we have done that. And I hope the care has shined through for everyone that it wasn't that it was coming from a compassionate place?

Layla 59:26

Absolutely, and that's a dance because that dance will continue to weave through anything we create at *'Become a Good Ancestor'*. We will always have an understanding that we're not all having the same experience. We're not all experiencing the same privileges and powers, and drawing our attention to it provides context and then also invites people to use the power of their choice. He said check-in and see what feels right and would always provide recommendations. But we will never say you must do this; you must be this way. We trust you to choose what you believe is rightly unique to you. I love that we have done that when I wanted to. I want to tease them, because like I said, we're going to weave that into anything that we do. We're currently working on something for the future as well, and this is going to be our flagship programme. We have not settled on a name for it yet. We keep calling it the flagship course, the flagship, or the signature programme. But we're building on it because I told Nina, I want to work with you on anything that I create. We're doing it together, and I cannot do this alone. I want to continue having these experiences with you and building these beautiful things with you. We'll be inviting people to join us later on this year in our flagship programme, which launches officially in 2023. But we'll be running a beta version in 2022. Whereas *'Claim your Space'* is a full self-study programme, this is going to be a community group programme we go through together. Getting into some of those other pillars of what it means to be a good ancestor and some of the work that's needed there. I don't want to give too much away but in the same way, we are weaving so much care into the self-study, there's so much intentionality that is going into this programme, including who we're thinking

about in terms of space holders, in terms of having a care crew, in terms of, there are so many things because we want to provide a trauma-informed space. That is liberatory, but that also continues to honour everyone's different experiences as well. I'm excited about it.

Nina 1:02:11

So excited about it. I was thinking the other night about what sparks are going to be created in that experience. What new beginnings a year, five years or 10 years from now are going to completely transform someone else's life. They're going to emerge in this environment. It's an amazing kind of humbling feeling to know about a certain space, and then to show up and be we got it, we got to come 100% for this. Incredible.

Layla 1:02:46

It is it is. Alright, let's wrap up. Thank you, Nina, for this conversation. It was incredible. I'm so glad we had the opportunity to do it. I want to encourage people to check out your work. So where can they find your website? And where can they follow you?

Nina 1:03:01

I'm on most the social media places; Facebook and Instagram. You can also check out my website www.ninaeverflow.com. I have a great little quiz for those who are thinking about building a course, or maybe they deliver courses regularly. But I like to say that like there's a difference between telling, teaching, and training? Are we selling training and programmes that change people's lives? Or are we kind of teaching telling them, there's some nuance there, that's important. The quiz on my website will help you uncover if the practices that you're doing in your spaces are really supportive for your learners. I hope to hear from folks and please reach out because I love doing this work. It is my right work.

Layla 1:03:51

For anybody who is wanting to build a learning experience, I really highly recommend checking out Nina's work. It's incredible. Just that quiz alone sounds like it gives so much value. And you'll be able to really identify for yourself. What are you really doing? I also want to say this: I really love your newsletters as well. I rarely read newsletters, but I really love your newsletters. They're so good. So, I want to encourage people to sign up for your newsletter list as well as to include all the links and everything in the show notes. Let's wrap up with our question. What does it mean to you to become a good ancestor?

Nina 1:04:29

To me, it means to be a nourishing space, to be a nourishing space for my own becoming and to be a nourishing space for the people that I love and the people who are in my life for unique reasons. And for me, it means to show up in every day wanting to be a contribution and a beneficial presence on the planet.

Layla 1:04:54

I love that. Thank you, Nina.

Nina 1:04:57

Thank you. Thank you.